

Learning at Schools

Keynote 3

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Leading from behind

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Academics, Ambience, Diversity and Joyful Learning - who you are is more important than what you know

MI School

3 things which keep me awake at night

Have I offended the people I want to offend? - Judging ourselves by how happy everyone is ...

Good leaders comfort the afflicted, and afflict the comfortable

Am I making new mistakes? Make new mistakes!!

Am I pushing myself as much as I push others?

Am I practicing the balance that I preach?

Teachers are the key factor in determining the quality of a school. Getting people on the bus - but first you have to have the right people on the bus. They need to be better at the end of the year.

Principal's job is NOT to make teachers happy.

The leader's job is to make sure that teachers are challenged and grow in their development.

The leader's own growth is key. We must take care of ourselves. We must be learners. We do learn on the fly ...

We should apply the same principles to adult learning that we do to children learning

Children AND adults learn best when ...

It's engaging

It's relevant

It's exciting

Panels of parents come to meetings.

Leadership is about relationships.

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This is not a typo.

How often do you assume everyone is on board when they are not?

The world is changing, especially for leaders. Technology has an impact on leadership.

How does this affect leadership?

Access to information has flattened the hierarchy

Email has reduced personal distance and awe

Distrust of major institutions - politicians and business leaders - flows downhill to schools

Most of us have less power than we did 10 years ago - Principals that is

Leaders must change

We need less reliance on edicts and go it alone solutions

We need more focus on collaboration - distributed intelligence - focus on the personal intelligences and EQ

Change is not easy

That the first step in change is to ask what we can stop doing.

Your decision, my decision, our decision

"This is a .... Your decision" etc

Collegiality

If students are to grow and learn, the adults must grow and learn too.

Leaders job to ensure staff grow.

Teachers talking together about students

Teachers talking about curriculum together

Teachers observing one another

Teachers teaching one another

H - Collegiality begins with hiring

E - What are the collegial expectations for faculty members?

A - Administrators - abdicate, assign and accept!

L - Learning by everyone is the key to student success

MAKE NEW MISTAKES!!!!

Failing wisely

Schools need to teach this - need to teach them how to respond appropriately

Applicable for students and adults

The language we use with children is important. We should make a point of valuing effort and growth

Praise effort not intelligence. Praise the verb not the noun.

In a good school, students learn; in a great school, everyone learns.

When this happens, schools become learning organisations and everyone gains.

Leadership is creating a culture in which everyone grows.

It is the Principal's job is to create this culture!!!